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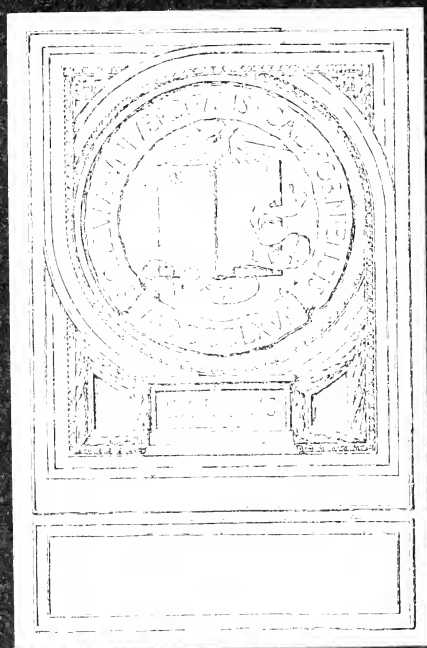
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# SCHEDULE OF SALARIES FOR TEACHERS, MEMBERS OF THE SUPERVISING STAFF AND OTHERS.

JANUARY 1—AUGUST 31, 1920, INCLUSIVE.

BOSTON SCHOOL COMMITTEE,

SECRETARY'S OFFICE, January 20, 1920.

In School Committee,  
January 5, 1920.

1. ORDERED, That the salaries of teachers, members of the supervising staff, and others in the public schools are hereby established for the period January 1 to August 31, 1920, inclusive, in accordance with the following schedules and subject to the following restrictions:

1A. ORDERED, That the salaries of teachers, members of the supervising staff, and others who receive annual salaries, which have been fixed by Order 1A of the salary schedule for the year ending August 31, 1919, shall, during the period January 1 to August 31, 1920, inclusive, be fixed and advanced in accordance with the provisions of said order; provided, that the salaries of such persons in those ranks in which the minimum and maximum salaries in the following schedules have been increased over the minimum and maximum provided in the existing schedules by the same amount, be advanced by said amount on January 1, 1920, and the salaries of such persons shall thereafter be advanced on their several anniversaries by the annual increment provided in the following schedules; and provided further, that the final increment shall be such amount as shall place the teacher on the maximum salary of the rank.

1B. ORDERED, That the salaries of teachers, members of the supervising staff, and others who receive annual salaries, which have been fixed by Order 1A of the salary schedule for the year ending August 31, 1919, shall, during the period January 1 to August 31, 1920, inclusive, be fixed and advanced in accordance with the provisions of said order; provided, that the salaries of such persons in those ranks in which the minimum and maximum salaries have been increased over

the minimum and maximum provided in the existing schedules by unequal amounts, shall be advanced in the following manner:

(a) The salaries of those teachers, members of the supervising staff, and others who have not reached the maximum salary of the existing schedule or who have not served one year on said maximum salary, shall, on January 1, 1920, be advanced by the amount of the increase in the minimum of their respective schedules over the minimum of the existing schedules; and the salaries of such persons shall thereafter be advanced upon their respective anniversaries by the annual increment provided in the following schedules until the new maximum of their ranks is reached; provided, that the final increment shall be such amount as shall place the teacher upon the maximum salary of the rank.

(b) The salaries of those teachers, members of the supervising staff, and others who on December 31, 1919, have reached the maximum salary of the existing schedules, and who have served one full year thereon, shall on January 1, 1920, be advanced by the amount of the increase in the maximum of the following schedule over the maximum of the existing schedule.

1C. ORDERED, That the salaries of masters of day elementary and day intermediate schools which have been fixed by Order 1B of the existing salary schedule shall, during the period January 1 to August 31, 1920, inclusive, be fixed and advanced in accordance with the provisions of said order; provided, that the salaries of such masters shall on January 1, 1920, be advanced by the amount of two hundred forty dollars (\$240) per annum, and the salaries of such masters shall thereafter be advanced upon their respective anniversaries by the annual increment

provided in the following schedule until the new maximum of their rank is reached; and provided further, that the salaries of those masters who have reached the maximum of the existing schedule on December 31, 1919, shall, on January 1, 1920, be advanced by the amount of one hundred twenty dollars (\$120) per annum to the new maximum of their rank in the following schedule:

#### NORMAL SCHOOL.

Head master, first year \$3636, annual increase \$144, maximum .....	\$4,500
Master, Director of Model School, first year \$2916, annual increase \$144, maximum.....	4,068
Masters, first year \$2484, annual increase \$144, maximum.....	3,492
Junior Masters, first year \$1620, annual increase \$144, maximum .....	3,060
First Assistants, first year \$1812, annual increase \$96, maximum .....	2,484
Assistants, first year \$1668, annual increase \$96, maximum.....	2,340
Clerical Assistant, first year \$984, annual increase \$96, maximum .....	1,272

#### LATIN AND DAY HIGH SCHOOLS.

Head Masters, first year \$3636, annual increase \$144, maximum .....	\$4,500
Masters, Heads of Departments, first year \$2484, annual increase \$144, maximum.....	3,492
Junior Masters, appointed before June 1, 1906, who have attained the rank of Master..	3,204
Junior Masters, appointed after June 1, 1906, first year \$1764, annual increase \$144, maximum .....	3,060
Assistant Principals, first year \$2004, annual increase \$96, maximum .....	2,484

The rank of assistant principal shall be abolished as the position becomes vacant by the retirement of the present incumbents.

First Assistants, first year \$1,812, annual increase \$96, maximum .....	2,484
Industrial Instructors, Heads of Departments (High School of Practical Arts), first year \$1,812, annual increase \$96, maximum.....	2,484
Assistants, first year \$1,452, annual increase \$96, maximum .....	2,316
Junior Assistants, first year \$1,008, annual increase \$96, maximum .....	1,200

Instructors in Mechanical Department (Mechanic Arts High School), first year \$1,764, annual increase \$144, maximum .....	2,772
Co-ordinator, first year \$2,412, annual increase \$96, maximum .....	3,180
Co-operative Instructors (Brighton, Charlestown, Dorchester, East Boston and Hyde Park High Schools and first year \$1,884, annual increase \$144, maximum.....	3,036
Industrial Instructors (Dorchester, East Boston, and Hyde Park High Schools and High School of Practical Arts), first year \$1,500, annual increase \$96, maximum .....	1,932
(For teachers employed on a per diem basis see Order No. 2.)	
Clerical Assistants, first year \$984, annual increase \$96, maximum .....	1,272

#### INSTRUCTORS—LATIN AND DAY HIGH SCHOOLS.

Commercial Branches	
Instructors, first year \$1764, annual increase \$144, maximum .....	2,772
Assistant Instructors, first year \$1452, annual increase \$96, maximum.....	1,932

#### Manual Arts

Instructors, first year \$1764, annual increase \$144, maximum.....	2,772
Assistant Instructors, first year \$1452, annual increase \$96, maximum .....	1,932

#### Salesmanship.

Assistant Instructors, first year \$1452, annual increase \$96, maximum .....	1,932
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#### BOSTON CLERICAL SCHOOL

Head Master, first year \$3636, annual increase \$144, maximum .....	4,500
Head Instructors in Bookkeeping and Head Instructors in Stenography, first year \$2484, annual increase \$144, maximum.....	3,492.
Clerical Instructors, first year \$1728, annual increase \$144, maximum.....	2,736.
Clerical Assistants, first year \$1440, annual increase \$96, maximum.....	2,208.
Teachers of English, first year \$1440, annual increase \$96, maximum .....	2,016.
(For teachers employed on a per diem basis see Order No. 2.)	

# DAY ELEMENTARY SCHOOLS AND DAY INTERMEDIATE SCHOOLS

Masters, first year \$3060, annual increase \$120, maximum .....	3,660
Sub-Masters in charge, in addition to the regular salary of their rank.....	240.
Sub-Masters, first year \$1,740, annual increase \$120, maximum .....	2,820.
Masters' Assistants in charge, in addition to the regular salary of their rank.....	240.
Masters' Assistants, first year \$1,788, annual increase \$96, maximum .....	2,076.
First Assistants, Grammar School, first year \$1,788, annual increase \$96, maximum .....	1,980.
First Assistant, Primary School .....	1,752.
The rank of First Assistant, Primary School, shall be abolished on the retirement or promotion of the present incumbent.	
First Assistants in Charge, first year \$1,788, annual increase \$96, maximum.....	2,076.
Assistants, first year \$1,080, annual increase \$96, maximum .....	1,752.
Prevocational Assistants, first year \$1,380, annual increase \$96, maximum .....	1,956.
(For teachers employed on a per diem basis see Order No. 2.)	
Clerical Assistants, first year \$984, annual increase \$96, maximum .....	1,272.

## KINDERGARTENS.

Director, first year \$2,100, annual increase \$120, maximum .....	3,060.
Assistant Director, first year \$1,788, annual increase \$96, maximum .....	1,980.
First Assistants, first year \$1,416, annual increase \$96, maximum .....	1,608.
Assistants, first year \$960, annual increase \$96, maximum .....	\$1,344
(For teachers employed on a per diem basis see Order No. 2.)	

## TRADE SCHOOL FOR GIRLS.

Master (including regular, Summer and evening terms), first year \$3060, annual increase \$120, maximum.....	3,660
Heads of Departments, first year \$1956, annual increase \$96, maximum.....	2,340
Trade Assistants, first year \$1512, annual increase \$96, maximum .....	1,896

Helpers, first year \$1164, annual increase \$96, maximum .....	1,452
Vocational Assistants, first year \$1428, annual increase \$96, maximum .....	2,004
Instructor in personal and shop hygiene, first year \$1452, annual increase \$96, maximum .....	1,740
(For teachers employed on a per diem basis see Order No. 2.)	
Bookkeeper (including evening and Summer terms), first year \$984, annual increase \$96, maximum.....	1,428
Clerical Assistant (including evening and Summer terms), first year \$984, annual increase \$96, maximum.....	1,332

## BOSTON TRADE SCHOOL.

Master (including day, evening trade, Summer, continuation and trade extension classes), first year \$3468, annual increase \$144, maximum .....	4,332
Vice-Principal (including day evening trade, Summer, continuation and trade extension classes), first year \$2412, annual increase \$96, maximum .....	3,180
Division Heads, first year \$2172, annual increase \$96, maximum .....	2,844
Shop Foreman, first year \$1836, annual increase \$96, maximum .....	2,028
Shop Instructors, first year \$1548, annual increase \$96, maximum .....	1,932
Instructors in Academic and Technical Branches, first year \$1860, annual increase \$120, maximum .....	2,700
Instructors, first year \$1548, annual increase \$96, maximum .....	2,028
(For teachers employed on a per diem basis see Order No. 2.)	
Bookkeeper (including evening term), first year \$984, annual increase \$96, maximum .....	1,368
Clerical Assistant, first year \$984, annual increase \$96, maximum .....	1,272

## EVENING CLASSES

Assistants in Charge, per evening .....	\$5.50
Assistants, per evening.....	4.50
Second Assistants, per evening..	3.00
Toolkeeper, per evening.....	1.00

## HORACE MANN SCHOOL FOR THE DEAF

Principal, first year \$3,060, annual increase \$120, maximum...	3,660
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Assistants, first year \$1,260, annual increase \$96, maximum. 1,836  
(For teachers employed on a per diem basis see Order No. 2.)

### EVENING SCHOOLS

Director, first year \$2,940, annual increase \$120, maximum. \$3,900  
Supervisors of Divisions in Evening Elementary Schools, per evening..... \$4.00

#### High

Principals, per evening..... 7.00  
Assistants, per evening..... 4.50  
Typewriting Assistants, per evening ..... 3.00  
Laboratory Assistants, per evening ..... 2.50  
Clerical Assistants, per evening 3.00  
Temporary Clerical Assistants, per evening ..... 2.00

#### Elementary.

Principals, per evening ..... \$5.50  
First Assistants, per evening.. 3.50  
Assistants, per evening ..... 3.00  
Assistants, Classes in Lip Reading, per evening ..... 4.00  
Clerical Assistants, per evening 2.00

### DAY SCHOOL FOR IMMIGRANTS.

Instructors, first year, \$1,428, annual increase \$96, maximum .....\$2,004  
(For teachers employed on a per diem basis see Order No. 2.)

### CONTINUATION SCHOOL.

Principal, first year \$3,636, annual increase \$144, maximum. \$4,500  
Heads of Divisions, first year \$2,004, annual increase \$120, maximum ..... 2,844  
Division Foremen, first year \$1,932, annual increase \$96, maximum ..... 2,316  
Shop Foremen, first year \$1,836, annual increase \$96, maximum ..... 2,028  
Shop Instructors, first year \$1,548, annual increase \$96, maximum ..... 1,932  
Trade Assistants, first year \$1,512, annual increase \$96, maximum ..... 1,896  
Helpers, first year \$1,164, annual increase \$96, maximum ..... 1,452  
Instructors, Boys' Classes, first year \$1,716, annual increase \$96, maximum..... 2,388  
Assistants, first year \$1,428, annual increase \$96, maximum. 2,004

Vocational Assistant, first year \$1428, annual increase \$96, maximum ..... 2,004  
(For teachers employed on a per diem basis see Order No. 2.)

Clerical assistants, first year \$984, annual increase \$96, maximum ..... 1,272

### SUMMER REVIEW SCHOOLS.

#### High School.

Principal, per session..... \$7.00  
Assistants, per session..... 4.00

#### Elementary Schools.

Principal, per session ..... 5.00  
Assistants in charge of branches, per session..... 3.50  
Assistants, per session..... 3.00

### EDUCATIONAL INVESTIGATION AND MEASUREMENT.

Assistant Director, first year \$2340, annual increase \$120, maximum .....\$3,060

### DEPARTMENT OF HOUSEHOLD SCIENCE AND ARTS.

Director, first year \$2220, annual increase \$120, maximum .....\$3,180  
Assistant Director, first year \$1596, annual increase \$96, maximum ..... 1,980  
Teachers of Cookery, first year \$1080, annual increase \$96, maximum ..... 1,752  
Teachers of Sewing, first year \$1080, annual increase \$96, maximum ..... 1,752

### DEPARTMENT OF MANUAL ARTS.

Director, first year \$3420, annual increase \$120, maximum \$3,780  
First Assistant Director, first year \$2100, annual increase \$120, maximum ..... 3,420  
Assistant Directors, first year \$1908, annual increase \$120, maximum ..... 3,108  
First Assistants in Manual Arts, first year \$1812, annual increase \$96, maximum. 2,484  
Assistants in Manual Arts, first year \$1692, annual increase \$96, maximum ..... 2,172  
Shop Foremen, first year \$1,836, annual increase, \$96, maximum ..... 2,028  
Shop Instructors, first year \$1548, annual increase \$96, maximum ..... 1,932  
Foremen, Shop Work, first year \$1836, annual increase \$96, maximum ..... 2,028

Instructors, Shop Work, first year \$1548, annual increase \$96, maximum .....	1,932
Instructors in Manual Training, Elementary Schools, first year \$1632, annual increase \$96, maximum .....	1,920
Assistant Instructors in Manual Training, Elementary Schools, first year \$1332, annual increase \$96, maximum .....	1,812

#### MEDICAL INSPECTION.

Director .....	\$3,300
School Physicians.....	804
School Physician assigned to Certifying Office.....	1,200

#### NURSES

Supervising Nurse, first year \$1,740, annual increase \$120, maximum .....	\$1,980
School Nurses, first year \$1,080, annual increase \$96, maximum .....	1,368

#### DEPARTMENT OF MUSIC

Director, first year \$3,420, annual increase \$120, maximum .....	\$3,780
Assistant Directors, first year \$2,292, annual increase \$120, maximum .....	3,012
Assistants in Music, first year \$1,620, annual increase \$96, maximum .....	1,908

#### PENMANSHIP

Director .....	\$2,124
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#### PHYSICAL TRAINING

Director, first year \$3,420, annual increase \$120, maximum .....	\$3,780
Instructors in Physical Training, first year \$1,812, annual increase \$96, maximum.....	2,100
Assistant Instructors in Physical Training, first year \$1,452, annual increase \$96, maximum .....	1,740
Instructor of Military Drill, first year \$2,004, annual increase \$120, maximum.....	2,484
Assistant Instructors of Military Drill.....	2,040
Armorer, first year \$1,200, annual increase \$120, maximum .....	1,680

#### PLAYGROUNDS.

Play Teachers—	
One Session .....	\$2.00
Two Sessions .....	4.00
Supervisors—	
One Session .....	2.50
Two Sessions .....	5.00
First Assistants—	
One Session .....	1.75
Two Sessions .....	3.50

Assistants—	
One Session .....	1.50
Two Sessions .....	3.00

#### Assistants in Sand Gardens—

One Session .....	1.10
Two Sessions .....	2.20

"One Session" in this schedule for playgrounds shall mean from the close of school on afternoons and Saturday mornings during the school weeks, and one-half day during the summer season.

"Two Sessions" shall mean forenoon and afternoon.

#### GARDENING.

##### Supervisors of Gardening—

One Session .....	\$2.50
Two Sessions .....	5.00

##### Instructors in Gardening—

One Session .....	1.75
Two Sessions .....	3.50

##### First Assistants in Gardening—

One Session.....	1.50
Two Sessions.....	3.00

##### Assistants in Gardening—

One Session.....	1.25
Two Sessions.....	2.50

##### Assistants in School Gardens—

One Session.....	.75
Two Sessions.....	1.50

"One session" means from the close of school on afternoons, Saturday mornings during school weeks, and one-half day during the Summer term.

#### DEPARTMENT OF PRACTICE AND TRAINING.

First Assistant Director, first year \$2,244, annual increase \$120, maximum.....	\$2,844.
Assistant Directors, first year \$2,004, annual increase \$120, maximum .....	2,484.

#### SPECIAL CLASSES.

Director, first year \$2,220, annual increase \$120, maximum .....	\$2,700.
Medical Inspector .....	2,328
First Assistants in Charge, first year \$1,932, annual increase \$96, maximum.....	2,124.
Instructors, first year \$1,260, annual increase \$96, maximum .....	1,836.

#### SPEECH IMPROVEMENT CLASSES AND CLASSES FOR CONSERVATION OF EYESIGHT.

Instructor in Charge of Speech Improvement Classes.....	\$2,160.
Instructors, first year \$1,260, annual increase \$96, maximum .....	1,836.

Teachers promoted to the rank of instructor from the rank of assistant, day elementary schools, shall be placed upon that year of the schedule for the rank of instructor that is at least \$72 higher than the rate they are on in the rank of assistant, day elementary schools, at the time of their promotion.

#### VOCATIONAL GUIDANCE.

Director, first year \$2412, annual increase \$120, maximum ..... \$2,652

#### EXTENDED USE OF PUBLIC SCHOOLS.

Director ..... \$3,000

#### SCHOOL CENTERS.

Managers (per hour) ..... \$1.00

(All School Centers not to exceed 800 hours per year. Associate Managers (See Orders Nos. 22 and 23.)

Conductors, per session ..... 4.50

Special Leaders, per session... 3.50

Leaders, per session..... 2.50

Special Helpers, per session.... 2.00

Doormen, per session..... 1.50

Pianists, per session..... 1.50

Helpers, per session ..... 1.00

Matrons, per session..... 1.00

Lecturers for public lectures not illustrated, English or non-English, per lecture, not more than ..... 5.00

Lecturers for public lectures illustrated with uncolored slides, when lantern and operator are furnished by the School Committee, per lecture, not more than..... 10.00

Per lecture (colored or uncolored slides) for non-English speaking people, not more than ..... 7.00

(Slides furnished by School Committee.)

Lecturers for public lectures illustrated with colored slides when lantern and operator are furnished by the School Committee, per lecture, not more than ..... 15.00

Per Lecture (colored or uncolored slides) for non-English speaking people, not more than ..... 8.00

(Slides furnished by lecturer.)

Lecturers for public lectures illustrated with uncolored slides when lantern and operator are furnished by the lecturer, per lecture, not more than ..... 12.00

Lecturers for public lectures illustrated with colored slides when lantern and operator are furnished by the lecturer, per lecture, not more than... 20.00

Lecturers for public lectures illustrated with both colored slides and motion pictures furnished by the lecturer or lectures illustrated with songs or picture plays, character dramas or dramatic impersonations, per lecture, not more than ..... 25.00

Stereopticon lantern operators, per session ..... 1.50

Motion picture operators, per session ..... 2.50

#### TEACHERS SPECIALLY ASSIGNED.

To the Model School Sub-Master, in addition to the regular salary of his rank... \$240.00

To the Model School, Master's Assistant, First Assistant in Charge, Assistants in Grades, First Assistant in Kindergarten and Assistant Kindergarten, in addition to the regular salary of their rank ..... 192.00

To Teachers in Day High Schools, assigned to afternoon Industrial Classes, per two-hour period ..... 3.00

To Assistants, Day Elementary Schools, assigned to Latin or Day High Schools or to a special department, in addition to the regular salary of their rank ..... 192.00

To Assistants, Day Elementary Schools, and Assistants, Day Intermediate Schools, assigned to the Continuation School, if employed six hours per day, in addition to the regular salary of their rank..... 192

To Assistants, Day Elementary Schools, and Assistants, Day Intermediate Schools, assigned to prevocational classes if employed six hours per day, in addition to the regular salary of their rank ..... 192

To Assistants, Day Elementary Schools, and Assistants, Day Intermediate Schools, assigned to Boston Disciplinary Day School, in addition to the regular salary of their rank ..... 144

To Teachers of Cookery or Sewing, assigned to Prevocational Classes for Girls, in addition to the regular salary of their rank ..... 96



The additional compensation above provided for teachers specially assigned shall cease upon the return of said teachers to their former positions and shall not be taken into consideration in determining the compensation to which they may be entitled upon appointment to any other rank or grade.

2. ORDERED, That the compensation of substitute and temporary teachers is hereby fixed for the period January 1 to August 31, 1920, inclusive, at the following rates for each day of actual service, one-session days being reckoned as whole days:

#### NORMAL, LATIN AND DAY HIGH SCHOOLS.

Master and Junior Masters, Normal, Latin and Day High Schools .....	\$6.00
First Assistants and Assistants, Normal, Latin and Day High Schools .....	5.00
Junior Assistants, Latin and Day High Schools .....	5.00
Instructors and Assistant Instructors in Commercial branches or Physical Training, Latin and Day High Schools .....	4.50
Instructors in Manual Arts and Co-operative Instructors in Day High Schools .....	10.00
Assistant Instructors in Manual Arts, Latin and Day High Schools .....	6.00
Industrial Instructors in Day High Schools .....	4.00
Instructors in Military Drill, Latin and Day High Schools .....	8.00
Special Assistants in Mechanical Departments, per day:	
First year .....	3.50
Second year .....	4.00
Third and subsequent years .....	4.50
Emergency Special Assistants in Mechanical Departments, per day .....	2.00
Special Assistants, Industrial Departments, per day:	
First year .....	2.50
Second year .....	3.00
Third and subsequent years .....	3.50
Teacher Coaches or Coaches in Latin, Day High Schools, and Boston Trade School, per day .....	4.00

#### BOSTON CLERICAL SCHOOL.

Teacher Assistants, per day....	5.50
Aids, per day.....	3.00

#### DAY ELEMENTARY AND DAY INTERMEDIATE SCHOOLS.

Sub-Masters .....	\$5.00
Masters' Assistants, First Assistants in Charge, and First Assistants Grammar .....	4.50
Assistants, per day.....	4.00
Assistants, Horace Mann School, per day .....	4.00
Special Assistants, Horace Mann School, per day.....	4.00
Special Assistants, in grades, per day .....	4.00
Special Assistants, Fort Strong School .....	4.00
Prevocational Assistants, per day .....	5.00
First Assistants, Kindergarten—	
One Session .....	2.75
Two Sessions .....	3.50
First Assistants, Kindergarten for one session, and Assistants, Kindergarten, for one session during the same day.....	3.50
Assistants, Kindergarten—	
One Session .....	2.25
Two Sessions .....	3.00
Special Assistants, Kindergarten—	
One Session .....	2.25
Two Sessions .....	3.00
Instructors, Special Classes.....	4.00
Teachers of Cookery and Sewing, per day .....	4.00
Attendants, Open Air Classes, per day .....	1.50
Special Assistants, Day School for Immigrants, per half-day....	3.00

Continuation School and Industrial Schools and Classes.	
Instructors Academic and Technical Branches, Boston Trade School .....	6.00
Vocational and Trade Assistants (Continuation School and Trade School for Girls)—	
Per hour .....	1.25
Not to exceed per day.....	5.00
Aids (Continuation School and Trade School for Girls), per day:	
First year .....	3.50
Second year .....	4.00
Third and subsequent years .....	4.50
Helpers (Continuation School and Trade School for Girls), per day .....	4.50
Toolkeepers (Continuation School and Boston Trade School), per day:	
First year .....	3.00
Second year .....	3.50
Third and subsequent years .....	4.00
Special Instructors (Continuation School), per half-day....	4.00
Special Assistants (Continuation School), per half-day....	2.00
In this school, one two-hour session, together with such pre-	

paratory and follow-up work as may be required, shall constitute one-half day of service for teachers employed and paid on the basis of each half-day of service.

Student Aids (Trade School for Girls), per day:	
First year .....	2.00
Second and subsequent years	2.50
Apprentice Helpers (Boston Trade School), per day:	
First year .....	4.00
Second and subsequent years	5.00
Special Shop Foremen and Foremen Shop Work, Department of Manual Arts, Boston Trade School, and Continuation School .....	10.00
Instructors, Shop Work, and Shop Instructors, Department of Manual Arts, Boston Trade School, and Continuation School .....	8.00
Shop Assistants, Department of Manual Arts, per day.....	6.00
School Nurses .....	4.00
School Physicians .....	4.00
Temporary Clerical Assistants, Latin, Day High, Continuation, Trade Schools and Day Elementary Schools, per day..	3.50

and that the compensation of substitute and temporary teachers of other ranks than those enumerated herein shall be one four-hundredth part of the minimum salary of the respective ranks for each day of actual service.

3. ORDERED, That for the period January 1 to August 31, 1920, any teacher or member of the supervising staff who may be designated by the Superintendent, in accordance with the regulations to fill a vacancy caused by the death, disability or absence of a principal of a school or district, or of a director, assistant director, supervisor or supervising nurse, for a continuous period exceeding two weeks, shall receive in addition to his or her regular salary one-half of the difference between the said salary and the minimum salary of the higher position during the time of such service, but not including the Summer vacation. Teachers who may similarly be designated to fill the positions of sub-master, master's assistant, first assistant in charge, first assistant in charge, special classes, or first assistant, kindergarten, shall be paid at the rate of ninety-six dollars (\$96) per year in addition to the regular salary of their rank.

4. ORDERED, That during the period January 1 to August 31, 1920, or during such portion thereof as the

Dorchester High School is conducted on the two-platoon system, the head master of that school shall be paid at the rate of three hundred dollars (\$300) per annum in addition to the regular salary of his rank.

5. ORDERED, That for the period January 1 to August 31, 1920, high school teachers designated to take charge of a branch or colony of a high school in a separate building shall be paid at the rate of three hundred dollars (\$300) per year in addition to the regular salary of their rank.

6. ORDERED, That for the period January 1 to August 31, 1920, the salaries of temporary teachers of salesmanship are hereby established in accordance with the following schedule:

Day High Schools, per period....	\$2.00
Evening High Schools, per period	\$2.00
Continuation Schools, per half-day .....	\$2.00

(The term "period" is a teaching unit accompanied by a definite requirement of follow-up work.)

7. ORDERED, That for the period January 1 to August 31, 1920, deductions on account of absence of temporary teachers serving on an annual salary shall be made on the same basis as that established for regular teachers.

8. ORDERED, That for the period January 1 to August 31, 1920, in addition to the compensation provided for master's assistants, first assistants in charge, and assistants, day elementary schools, those assigned to classes attended exclusively by boys in grades above the third in the Agassiz, Elgelow, Dudley, Dwight, Eliot, Frederic W. Lincoln, Lawrence, Quincy, Sherwin, Thomas N. Hart and Wendell Phillips Districts, shall be paid additional compensation at the rate of forty-eight dollars (\$48) per year, beginning with the second anniversary of their assignments to such classes and continuing until the expiration of such assignment.

9. ORDERED, That teachers who have been reappointed to the Boston Trade School, Trade School for Girls, or the Continuation School following service in either school ending not later than the close of the regular term in the preceding year, or appointed to service in other parts of

the day school system following such service in such schools, shall be paid for the period between August 31 and the date of the reopening of the schools at the same rate for said period as they were paid during the month of June last preceding.

10. ORDERED, That for the period January 1 to August 31, 1920, Marie A. Solano be paid at the rate of six hundred dollars (\$600) per year in addition to her regular salary as first assistant, head of department, Normal School, during her special assignment to the supervision of the foreign language work in intermediate schools and classes, and for lectures and instruction to the teachers of foreign languages in intermediate schools and classes.

11. ORDERED, That Ellen S. Bloomfield, assistant, day elementary schools, assigned to special service as teacher of penmanship in the Normal and day elementary schools, be paid at the rate of one hundred forty-four dollars (\$144) per year in addition to the regular salary of her rank, for the period January 1 to August 31, 1920.

12. ORDERED, That the compensation of Sarah M. Lilley and Helen L. Smith, teachers of classes for conservation of eyesight, is hereby established at the rate of five dollars and seventy-five cents (\$5.75) per day of service for the period January 1 to August 31, 1920.

13. ORDERED, That the salary of Eleanor J. O'Brien, vocational assistant, Department of Vocational Guidance, is hereby established at the rate of twenty-one hundred forty-eight dollars (\$2,148) per year, to take effect January 1, 1920.

14. ORDERED, That the salary of Irving O. Scott, vocational assistant, Department of Vocational Guidance, is hereby established at the rate of two thousand fifty-two dollars (\$2,052) per year, for the period January 1 to August 31, 1920.

15. ORDERED, That the salary of Margaret M. Sallaway, vocational assistant, Department of Vocational Guidance, is hereby established at the rate of seventeen hundred forty dollars (\$1,740) per year, for the period January 1 to August 31, 1920.

16. ORDERED, That the salary of Ethel Fletcher, vocational assistant, Department of Vocational Guidance, is hereby established at the rate of sixteen hundred forty-four dollars (\$1,644) per year, for the period January 1 to August 31, 1920.

17. ORDERED. That the employment of Frances McCormick as temporary vocational assistant, Department of Vocational Guidance, is hereby authorized on six days a week, from January 1 to August 31, 1920, and that she be paid during such employment at the rate of five dollars (\$5) per day.

18. ORDERED, That the compensation of Louis K. Hull, temporary prevocational instructor, is hereby established at the rate of two dollars and twenty cents (\$2.20) per two-hour period of service for the period January 1 to August 31, 1920.

19. ORDERED, That the compensation of pianists employed in connection with physical training exercises in the Public Latin School is hereby established at the rate of one dollar and fifty cents (\$1.50) per session for the period January 1 to August 31, 1920.

20. ORDERED, That the compensation of the pianist in the Normal School is hereby established at the rate of fifty cents (50c) per hour during the period January 1 to August 31, 1920.

21. ORDERED, That for the period January 1 to August 31, 1920, Ethel D. Hodson and Caroline A. Shay be paid at the rate of one hundred dollars (\$100) per year in addition to their regular salaries as instructors, Day School for Immigrants, during their special assignment to assist the Director of Evening Schools in the organization and supervision of classes in Americanization, provided that such additional compensation shall not be taken into consideration in determining the compensation to which said teachers may be entitled upon appointment to any other rank or grade.

22. ORDERED. That for the period January 1 to August 31, 1920, the compensation of Margaret M. Higgins and Mary S. Keene, asso-

ciate managers in school centers, is hereby established at the rate of six dollars and fifty cents (\$6.50) per day, for service not more than the equivalent of one hundred nineteen (119) days during said period.

23. ORDERED, That for the period January 1 to August 31, 1920, the compensation of Elizabeth W. Pigeon and Elizabeth R. Teaffe, associate managers in school centers, is hereby established at the rate of five dollars and fifty cents (\$5.50) per day, for service not more than the equivalent of one hundred thirty-nine (139) days during said period.

24. ORDERED, That Alice McNally be paid at the rate of fifty dollars (\$50) per year in addition to her regular salary as assistant, Elliot District, during her special assignment to the Fort Strong School for the period January 1 to August 31, 1920.

25. ORDERED, That the salary of the Chief Attendance Officer is hereby established at the rate of thirty-one hundred twenty dollars (\$3120) per annum, to take effect January 1, 1920, and to continue until otherwise ordered.

26. ORDERED, That the salary of Attendance Officers is hereby established in accordance with the following schedule, to take effect January 1, 1920, and to continue until otherwise ordered:

First year \$1464, annual increase \$108, maximum \$2004.

27. ORDERED, That the salary of the Supervisor of Licensed Minors is hereby established at the rate of twenty-two hundred twenty dollars (\$2220) per annum, to take effect January 1, 1920, and to continue until otherwise ordered.

28. ORDERED, That the salaries of permanent substitutes in the pub-

lic schools are hereby established at the rate of four hundred forty-four dollars (\$444) for the period January 1 to June 30, 1920, both included.

ORDERED, That for the year ending August 31, 1920, the salary of the research assistant, department of educational investigation and measurement, is hereby established at the following rate:

Minimum, \$1,272; annual increase, \$96; maximum, \$1,944.

ORDERED, That for the year ending August 31, 1920, the salary of the rank of examiner in penmanship is hereby established at the rate of twelve hundred dollars (\$1,200) per year.

ORDERED, That the Superintendent is authorized to fix the compensation of lecturers employed in school centers and whose compensation is not fixed in the salary schedule; provided, that such compensation, including any service or other charges, shall in no case exceed forty dollars (\$40) per evening.

In School Committee,  
January 19, 1920.

ORDERED, That the compensation of the rank of emergency assistant, day elementary schools, is hereby established at the rate of three dollars (\$3) per day of actual service, to take effect Jan. 1, 1920.

ORDERED, That the compensation of the rank of emergency kindergarten assistant, day elementary schools, is hereby established at the rate of two dollars (\$2) for one session of actual service, and three dollars (\$3) for two sessions of actual service during the same day, to take effect Jan. 1, 1920.

THORNTON D. APOLLONIO,  
Secretary.



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